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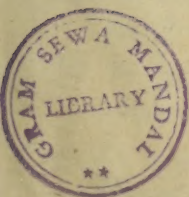
# HINDUSTAN MAZDOOR SEVAK SANGH



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## CONSTITUTION and MODEL RULES

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**President**

Sardar Vallabhbhai Patel

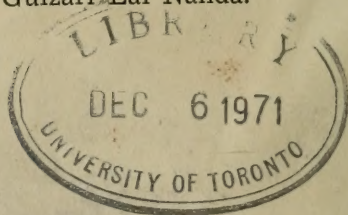
**Working Committee**

1. Sardar Vallabhbhai Patel
2. Babu Rajendra Prasad
3. Sjt. Gangadharrao Deshpande
4. Dr. Prafulla Chandra Ghosh
5. Sjt. J. B. Kripalani
6. Sjt. Shankerrao Deo
7. Sjt. Jairamdas Daulatram
8. Sjt. Shankerlal Banker

**Secretaries**

Sjt. Jairamdas Daulatram

Sjt. Gulzari Lal Nanda.



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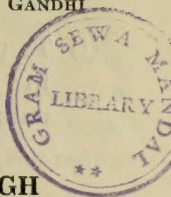
*"The Congress stands for Democratic Kisan-Mazdoor-Praja-Raj."*

—MAHATMA GANDHI

## CONSTITUTION OF

### THE HINDUSTAN MAZDOOR SEVAK SANGH

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**W**HEREAS there is urgent need of making vigorous and continuous efforts to organise the workers in all industrial centres in the country on right lines for the purpose of establishing just industrial relations, eradicating exploitation in any form, securing speedy improvement of their conditions of work and life and their status in industry and society, and further it being of highest importance in the interest of labour as well as of the peaceful progress of the country that the principles of Truth and Non-violence taught by Mahatma Gandhi are stressed and applied to the utmost extent in the activities of organization of labour, in the day-to-day work of trade unions and in the handling of trade disputes, a society to be known as the HINDUSTAN MAZDOOR SEVAK SANGH, is hereby formed.

#### I. FUNCTIONS

The following shall be the functions of the Sangh:

- (a) To assist in the formation of trade unions and in securing their recognition by employers;
- (b) To train workers for the work of organization and administration of trade unions;
- (c) To guide trade unions in matters of policy and administration;
- (d) To establish welfare activities in industrial centres for the uplift of the working class and development of its internal strength.

- (e) To make efforts to get suitable legislative enactments for ameliorating the condition of workers.
- (f) To propagate the principles of Truth and Non-violence in relation to the labour movement and spread enlightenment regarding their value and efficacy.

## **II. MEMBERSHIP AND STRUCTURE**

### **A. Central Board**

The Central Board of the Sangh shall consist of members of the Working Committee and such other persons as may be co-opted.

### **B. Working Committee**

The Working Committee shall consist of the following members; besides the office-bearers of the Central Board, and such other persons as may be co-opted:

1. Sardar Vallabhbhai Patel
2. Babu Rajendra Prasad
3. Sjt. Gangadharrao Deshpande
4. Dr. Prafulla Chandra Ghosh
5. Sjt. J. B. Kripalani
6. Sjt. Shankerrao Deo
7. Sjt. Jairamdas Daulatram.
8. Sjt. Shankerlal Banker

### **C. Branches**

(a) Provincial, District and Local Branches of the Sangh may be organized for carrying out the objects of the Sangh in their respective areas.

(b) A Provincial Branch may be constituted for each province. The branch shall consist of those members of the Central Board who belong to the province.



(c) A District or a Local Branch may be constituted for a district or an industrial centre. The branch shall consist of those members of the Provincial Branch who belong to the district or the locality. In the case of a district or locality having no member in the Provincial Branch, the Provincial Branch may nominate the members of the District or the Local Branch.

(d) The members of a branch shall have the power to co-opt other members.

#### **D. Conditions of Membership.**

(a) No person can be a member of the Sangh who does not accept the constitution of the Sangh, is not a Congress-man or is not a habitual wearer of Khadi.

(b) Such persons may be selected for co-option as have either special value for the work of the Sangh or agree to take up active work in connection with its activities.

(c) Every person who is co-opted shall sign the pledge given in the Schedule.

### **III. ASSOCIATE UNIONS**

**A.** The Sangh may, by a resolution, decide to enlist as associate unions such trade unions as are approved by the Working Committee and have accepted the following conditions :

1. The Union adheres to the principle of Truth and Non-violence in relation to the conduct of its activities and the pursuit of its objects.

2. It keeps before itself the objective of an order of Society which places no hindrances in the way of an all-round development of its individual members, which encourages the growth of human personality in all its aspects and goes, as far as possible, in progressively eliminating social, political or economic exploitation and inequality, the profit-motive in the economic activity

and organization of the country, and the anti-social concentration of power in any form.

3. The Union will keep in view not only the advancement of the legitimate interests of the working class, but the true well-being of the entire community.

4. It will devote its attention to the moral and cultural uplift of the workers and the development of their character, as well as to the improvement of their material conditions. It will work for the proper utilization of earnings and leisure, on the part of the workers, while endeavouring to secure for them adequate remuneration and suitable hours.

5. It will stress the duties of the workers, no less than their rights and will inculcate the primary virtue of honesty in work and in their dealings with the employers and among themselves.

6. While striving to maintain peaceful relations between the employees and the employer, it will not compromise the honour and dignity of the working class or betray their fundamental rights for temporary advantages or concessions.

7. It will provide the utmost scope for the operation of the principle and processes of true democracy in its own work and will try to promote the same in the administration of public affairs.

8. It will permit no distinction based on caste, colour, sex or creed in its internal work or in its dealings with others.

9. It will ask for no more than the satisfaction of the just claims of the workers, or the redress of their genuine grievances and in striving to secure this object, it will explore and try every possible avenue of peaceful settlement. It will resort to direct action only when the application of the principle of arbitration on fair

lines is not available and after the clear assent of the workers is obtained by a ballot.

10. It will endeavour to see that its delegates and representatives on organizations of labour or other bodies function solely with the view to further the best interests of the working class and the community and not for personal aggrandisement or partisan ends.

11. It will take scrupulous care that its records and returns of membership are in complete accord with the actual payment of membership dues, which should be payable for each wage period, unless an exception is made by the Working Committee in the case of any Union, in respect of the frequency of payment.

12. The Union will extend facilities for scrutiny or inspection by a person authorised by the Working Committee and will supply such information as may be asked for by the Working Committee or by the branch concerned.

- B.** An associate union may refer to the Sangh any question on which it seeks advice, in accordance with the procedure laid down for this purpose by the Working Committee.
- C.** The Sangh may make recommendations for the consideration of any associate union.
- D.** The Sangh shall not participate in the administration or take any responsibility for the conduct of an associate union.
- E.** The Working Committee may remove from the list of associate unions any union which in its opinion ceases to fulfil the conditions in sub-clause (A) above.

#### **IV. ADMINISTRATION**

- (a) The Working Committee shall carry on the work of the Sangh in accordance with the constitution and in the exercise of such powers as may be vested in it by the Central Board.



- (b) The decisions of the Central Board shall be given effect to by the Provincial Branches. The decisions of the Provincial Branch shall be given effect to by the local or district branches within the Province.
- (c) The Central Board shall lay down the procedure for arriving at decisions in respect of matters arising out of the work of the Provincial and the District or Local branches.
- (d) The Sangh shall have a President and two Secretaries elected by the members every three years.
- (e) The Office-bearers shall perform such duties and exercise such powers as the Working Committee may assign or delegate.
- (f) The Working Committee shall frame rules for the meeting of the Sangh.
- (g) Two members and five members shall respectively be the quorum for the meetings of the Working Committee and the Central Board.
- (h) The Secretary shall have the power to get any important matter requiring immediate attention decided by a circular.
- (i) The Sangh may accept donations and contributions and shall have the right to raise loans, collect subscriptions, hold and alienate immovable property and invest funds under proper security.
- (j) The funds of the Sangh shall be administered by the Working Committee in accordance with the rules sanctioned by the Central Board.
- (k) The Branches may frame rules for the conduct of their affairs in conformity with the provisions of the constitution of the Sangh.

## V. AMENDMENT OF THE CONSTITUTION

The constitution of the Sangh may be amended by a three-fourths majority of the members of the Central Board present at a meeting, specially called for the purpose, provided that no alteration shall be made in the Preamble of the constitution in any case.

## SCHEDULE

### Membership Pledge

I join the Hindustan Mazdoor Sevak Sangh on the clear understanding that :

(a) My participation in the activities of the Sangh and generally my work in connection with the labour movement will, to the utmost extent of my capacity, be in accordance with the principles and methods taught by Gandhiji in relation to the constructive programme specially with regard to the service of the working class.

(b) I accept the policy and programme laid down in the preamble and clauses I and II **D** of the Sangh.

(c) I will not participate in any activity hostile to the movement for freedom in this country or associate myself with any group or party espousing or countenancing the use of violent or immoral means or aiming at the establishment of dictatorial or sectional control of the political or economic life of the country.

(d) Such part as I may take in the formation or administration of a trade union will be in accordance with the requirements in respect of associate unions, enumerated in clause III.

(e) I will abide by the decisions of the Sangh, with regard to any action in pursuance of the objects of the Sangh.

(f) I will make such active contribution to the work of the Sangh as I have promised or may promise from time to time.

(g) I seek no personal advantage through my work in the Sangh which I will pursue purely for the service of the working class and the community.



(h) I will resign my membership if I fail to satisfy the aforesaid conditions or if the Working Committee asks me to resign.

Name

Address

Date

Signature.

### PERSONAL INFORMATION

1. Age.
2. Occupation.
3. Work in labour (past and present).  
(Give names of the organizations with which associated.)
4. Other public activities (past and present).  
(Give names of the parties or institutions with which associated.)
5. Work in the Sangh :
  - (a) What would suit his aptitude and inclinations?
  - (b) How much time is he prepared to devote and during what hours?
  - (c) What other help can he give?

## **MODEL RULES**

### **for**

## **Provincial Branches**

### **I. Work**

The Provincial Branch shall perform the following functions :

1. To co-ordinate the work of the local branches in the province.
2. To take into consideration matters affecting the interests of more than one branch and to arrange for common and concerted action in respect of such matters.
3. To take decisions on reference from the branches and to furnish guidance to the branches in the conduct of their work.
4. To undertake propaganda and adopt other suitable measures (a) for the promotion of the general interests of the working class, and (b) in respect of a particular section, in cases in which the help of the Provincial Branch is found to be necessary.
5. To keep contact with the work of the branches and secure from them the necessary periodic reports and such special information as may be needed.
6. To supply to the Central Board such periodic or other information about its work and that of the District or Local branches as the Working Committee may call for.

### **II. Funds**

Funds for the work of the Provincial Branch may be derived from contributions from the local branches or from donations.

### III. Administration

1. The Provincial Branch shall function through a Board consisting of those who have become members in accordance with II-C (b) and (d). The Board shall meet at least once in three months.
  2. One-third of the members, not being less than two in any case, shall be the quorum for the meetings.
  3. The Provincial Board may refer to the Central Board any matter for guidance or clarification.
  4. For the administration of its affairs, the Board may appoint one or more sub-committees.
  5. The Central Board shall appoint the chairman for the Provincial Board, and the Provincial Board shall elect its Secretary and such other office-bearers, as may be required.
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*N. B.*—The Model Rules may be modified to suit special needs and circumstances.



# **MODEL RULES**

## **for**

### **District and Local Branches**

#### **I. WORK**

The District or Local Branch shall perform for the district or local area the functions enumerated in clause I of the constitution of the Sangh and shall, in particular, attend to the following duties :

##### **A. Co-ordination**

(1) To create the spirit of mutual help, trust, goodwill and understanding among the members of the branch and others associated for the work of the Sangh.

(2) To assign tasks and duties to the members so as to make the best use of their special aptitudes and facilities, and to render the best service to the workers in the area.

(3) To draw up a complete plan of work, work out practical schemes for three yearly periods and to prepare detailed annual programmes of work.

(4) To arrange for (a) periodic and special reports of work from the members, (b) review of their work, (c) guidance according to individual needs.

##### **B. Information**

(1) A survey of the industrial and labour situation in the areas with particular reference to the following matters :

(i) The total number of employees and their distribution in the different industries and occupations.

(ii) A list of establishments and factories and the number of employees in each.

- (iii) The management, personnel and the controlling authority of each unit.
- (iv) The financial position and the competitive position of each unit.
- (v) The sources of raw materials, equipment and the disposal of products and services.
- (vi) The composition and sources of labour supply.
- (vii) The state of employment and unemployment.
- (viii) The wages and working conditions, and how they compare with neighbouring areas.
- (ix) Unredressed grievances and demands of the workers.
- (x) Any machinery for representation or collective bargaining and settlement of disputes.
- (xi) Welfare activities and institutions.
- (xii) Groups and parties functioning in the labour movement, their personnel, activities, resources and influence.
- (xiii) Working class residential zones and the housing conditions.
- (xiv) Existing facilities for education, medical aid and recreation.
- (xv) Number of women workers, their special problems and the general conditions of the working class women.
- (xvi) Extent of the use of intoxicants and the prevalence of gambling and other evils.
- (xvii) Relations of labour with Congress and other parties and the extent of influence of different ideologies.
- (xviii) Character of the civic administration and the influence and share of labour therein.

(xix) The attitude of the police and Government officials.

(2) A close study of labour organizations in the locality particularly with regard to the following aspects :—

- (i) Date of formation and registration.
- (ii) Number of members shown in official returns and the actual paying membership. Percentage of the potential membership.
- (iii) Constitution and rules and how far the provisions are adhered to in practice.
- (iv) Composition of the managing body, the personnel of the office-bearers and their ideology and political complexion; number of office-bearers drawn from the working class.
- (v) The real seat of initiative and control, and the persons who frame the policy and take decisions. Their affiliations and ideology.
- (vi) Subscription rates and income from this source, as well as total income.
- (vii) Expenditure and its distribution.
- (viii) Number of persons on the staff, full-time and part-time, paid and honorary.  
How many of them are drawn from the working class ?
- (ix) Whether the union is recognised (a) formally (b) in practice, in respect of correspondence, interviews, negotiations etc.
- (x) (a) Whether the union in practice accepts the principle of arbitration and excludes strikes as long as arbitration can be had, and (b) whether there is a provision to that effect in the constitution.



- (xi) Does the constitution provide for ballots before recourse to strikes ?
- (xii) Any welfare or cultural activities conducted by the union.
- (xiii) Any paper or magazine issued by the union, number of copies thereof.
- (xiv) Extent and nature of propaganda work of the union.

(3) The survey and study in sub-clause (1) and (2) above to be brought up-to-date from time to time, at least once every year.

### **C. Help in the organization and administration of trade unions.**

- (1) To explore and chart the possibilities of organizational work in the locality and make an estimate of the time and resources needed for accomplishing the objectives.
- (2) To lend the services of trained workers for organizational and administrative work of trade unions for a limited period to enable the organizations concerned to develop their own resources for engaging paid workers.
- (3) To keep in close touch with the administration of associate unions and secure periodic returns and such special information as may be needed, regarding their position and activities.
- (4) To consider questions and problems regarding the work of trade unions referred to by the members or arising out of their reports or in other ways, for the purpose of giving advice or making recommendations.
- (5) To secure public sympathy and support for the work-people in their efforts for the redress of their grievances.

- (6) To make collective arrangements for the activities of several trade unions in the interests of economy and efficiency.

#### **D. Welfare Work**

- (1) To adopt measures for the cultural and moral uplift of the working class.
- (2) To undertake special activities for promoting the welfare of the working class such as health, education, medical aid, adult education, libraries and reading rooms, training for subsidiary occupations, physical culture, recreation, etc.
- (3) To make a comprehensive survey of all welfare facilities provided by the Government, the local body and other private or public agencies, and to make arrangements for the maximum utilization of the facilities by the working class.
- (4) To make representations and carry on propaganda for the introduction and extension of such welfare facilities as may be needed for removing the defects and deficiencies in the living conditions of the workers.

#### **E. Training**

- (1) To provide for the initial training of trade union workers by taking advantage of such facilities as may be provided by the Central Board of the Sangh or other institutions or by making independent arrangements, locally or jointly with other branches.
- (2) To arrange for the discussion of local affairs and problems and the general questions of labour, among the members, at convenient intervals.
- (3) To supply to the members, selected literature which may be of use in their work.

## **F. Propaganda**

- (1) To create an awakening in the working class regarding :
  - (a) Their handicaps, deficiencies and shortcomings.
  - (b) Their rights as well as the effective means for ameliorating their conditions and their status.
  - (c) Their duties and obligations to industry and society.
- (2) To educate the public for adequate appreciation of the point of view, needs, handicaps, demands and rights of the working class.
- (3) To cultivate public opinion in support of the programme and decisions of the Hindustan Mazdoor Sevak Sangh.

## **II. FUNDS**

- (1) The funds of the branch shall be mainly derived from :
  - (a) Grants from associate unions to defray the expenses of (i) Welfare and other activities conducted on their behalf, and (ii) the facilities provided for them.
  - (b) Donations from sympathisers and public bodies and institutions.
- (2) The Managing Committee shall place the budget before the general meeting of the members and shall administer the funds of the Branch in accordance with the resolutions of the General Body.

### **III. ADMINISTRATION**

#### **A. Internal**

(1) The General Body of the branch shall consist of those who have become members of the branch in accordance with II—C (c) and (d). The internal affairs of the branch shall be administered by a Managing Committee composed of members selected by the Provincial Board.

(2) Every person in the local area who is a member of the Provincial Board shall be an ex-officio member of the General Body and its Managing Committee.

(3) A meeting of the General Body shall be called at least once a month. The Managing Committee shall place the report of the previous month before the meeting and ascertain the views of the members regarding its proposals for future work.

(4) The General Body may, by a resolution, refer any question to the Provincial Board and subsequently to the Central Board for clarification and guidance.

(5) One-fourth of the members shall be the quorum for the meetings of the General Body.

(6) The Provincial Board shall appoint the chairman for the General Body of the District or Local Branch and the General Body shall elect its Secretary and such other office-bearers as may be required.

#### **B. Affairs of Associate Unions**

(1) The members of the branch attending to the work of the associate unions shall perform their duties in keeping with the principles and policy adopted by the Sangh.

(2) In the case of a difference of opinion among the members connected with a particular union, they shall abide by the advice of the Managing Committee.



(3) Any matter which arises in one associate union but has a bearing on the interests of one or more other associate unions, shall be referred to the Managing Committee for guidance.

(4) The members working in an associate union will make periodic reports and supply such information as may be asked for by the Managing Committee.

### **C. Reports, Records, etc.**

(1) The Managing Committee shall maintain such records and submit such reports as may be prescribed by the Provincial Board or the Central Board.

(2) The Managing Committee shall maintain a list of associate unions and keep an up-to-date record of the position and activities of each union.

(3) The Managing Committee shall have the accounts of the branch audited and statements of accounts prepared in accordance with the directions of the Working Committee of the Sangh.

*N. B.*—The Model Rules may be modified to suit special needs and circumstances.

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## **CONSTRUCTIVE WORK IN LABOUR**

“As part of Constructive Programme its primary aim is elevation of labour to its deserved status. Therefore, a labour worker's aim should be to raise the moral and intellectual height of labour and thus by sheer merit to make him or her capable not merely of bettering his or her material condition but making labour master of the means of production instead of being the slave that it is. Capital should be labour's servant, not its master. Labour should be made conscious of its duty from whose performance rights follow as a matter of course.”

*(An extract from 'Gandhiji's Hints for Workers on the Constructive Programme.')*





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